



*Roman Road Primary School  
Public Sector Equality Duty  
and Guidelines  
Policy Statement  
2022 - 2023*

## Context & Rationale

Roman Road Primary School is committed to ensuring equality of opportunity in line with the Equality Act 2010. We aim to reduce disadvantages; discrimination and inequalities of opportunity, and promote diversity in terms of our pupils, our work-force and the community in which we work. We will assist our pupils in achieving their potential. Where pupils experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our pupils the importance of equality and what forms discrimination can take, and the impact discrimination can have.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law.

An example of permitted discrimination is:

- The school may arrange pupils in classes based on age. The Protected Characteristics that apply to schools are:
- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As a Governing Body and employer, we will also not accept any of the following:

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published Information will be updated annually, and objectives will be updated every four years. Equality Objectives 2020 – 2024 There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations Act (2000), Disability Equality Duty (2005) and Equality

Roman Road Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment, and victimisation.
- Promote equality of access and opportunity within our school and within our wider community.

- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins. The Leadership Team and Governors at Roman Road Primary School regularly review the progress we are making to meet our equality objectives with regard to the protected characteristics (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion and belief) under the Equality Act (2010).

Reviews will be done through various routes such as:

- Data Analysis of pupil outcomes
- Monitoring of Teaching and Learning
- Pupil Premium Evaluations
- Curriculum Evaluations
- PSE Reviews
- Teaching and Learning Policy Review
- SEND Pupil Reviews Equality Objectives

Roman Road Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: Support children to develop an accepting nature of differences in many forms.

Objective 2: Improve progress for disadvantaged pupils in basic skills across the school in order to achieve in line with non-disadvantaged pupils.

Objective 3: To ensure that children with SEND achieve ambitious outcomes

Number of Pupils on roll: 221 including nursery - 204 without nursery

Age Profile:	R 30	KS1 56	KS2 118
Ethnicity:	White British		200
	White and Black Caribbean		1
	Indian		1
	Kurdish		1
	Pakistani		1
	Turkish		1
	Any other Asian background		1
	Other ethnic group		7

Religion	Christian	32
	Muslim	3
	Hindu	1
	Buddhist	1
	None	164
	Other	13
	Refused	7
SEND:	Total	56
	Stage 3	11
	Stage 2	28
	Stage 1	16
	EHCP	2 pending
FSM:	Total	88 = 39.37%
PP	Total	94 = 42.53%
EAL:	Total	8 = 3.62%
Disability	Total	7
	Multi-sensory	1
	Visual	1
	Chromosomal	2
	Developmental	1
	Tourette's	1
	Diabetes type 1	1

#### Curriculum Access:

All children have equal access to the curriculum with amendments to support access for those where there are barriers. T